Fractional architect or full-time admin? A test, not a guess.

Mostly running the org: hire an admin. Mostly changing how it is built: an architect fits.

Throughset

BEFORE THE TEST

A disclosure first

Throughset offers a fractional architect service and sells the Org Review. We have an interest in both. The test says when an admin is the better hire.

THE ROLES

What each role is for

An admin keeps the org running and improves it day to day. An architect decides how it is built, so the next hundred changes fit together.

ADMIN

Runs and improves the org every day

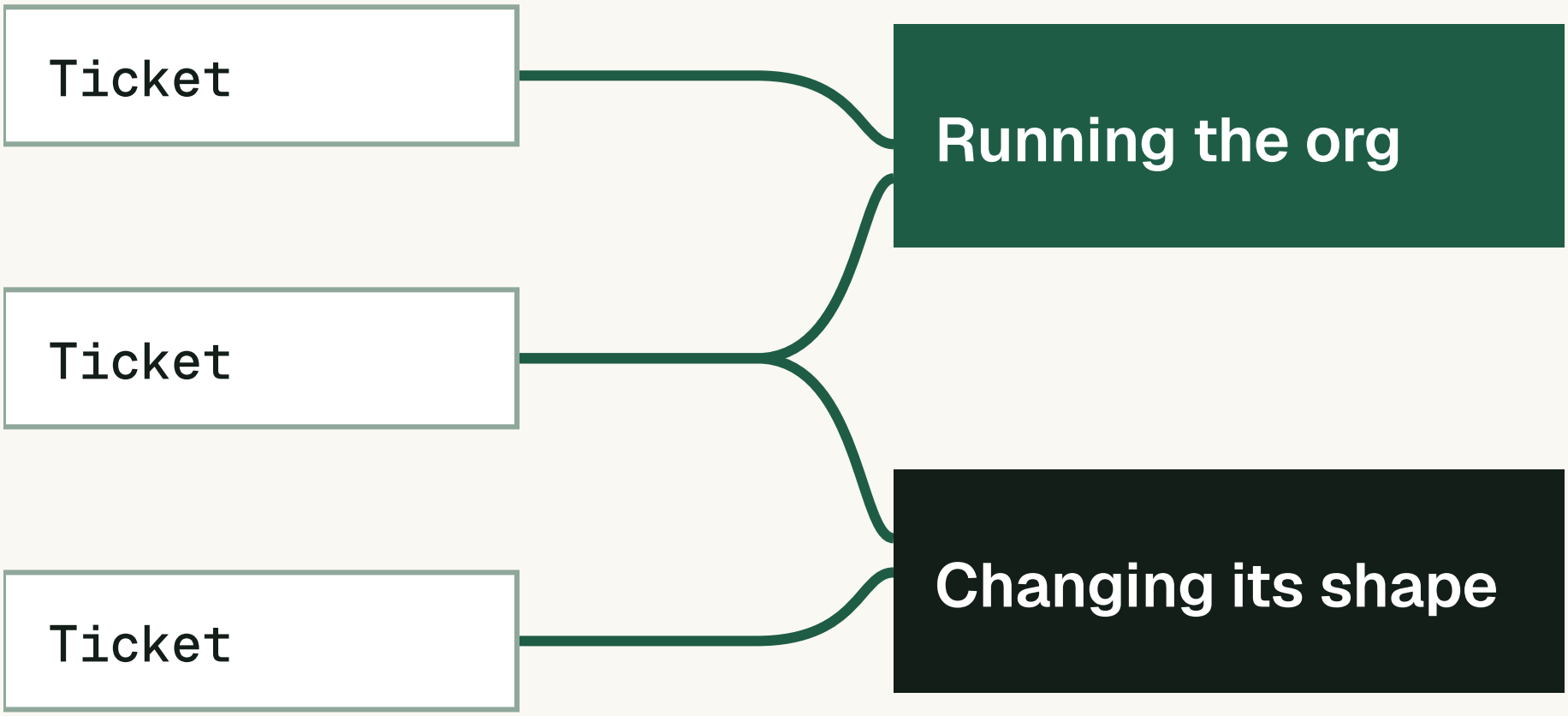
ARCHITECT

Decides how it is built

THE TEST

The test: sort the work into two piles

Take three months of tickets and six months of roadmap. Pile one: running the org. Pile two: changing its shape.



THE TEST

Read across

Sort the work, then read across.

IF THE WORK IS

Mostly running the org

→ **An admin**

IF THE WORK IS

Mostly changing its shape

→ **A fractional architect**

IF THE WORK IS

Both

→ **Both, in proportion**

OUR MARKERS

Signs you are missing an architect

Three or more true? That threshold is our judgement.

- ✓ **Two automations write one field**
- ✓ **Fields nobody can explain**
- ✓ **Changes go straight to production**

Our markers, not a Salesforce standard

OUR MARKERS

Signs you are missing an admin

- ✓ Simple requests wait weeks
- ✓ Users keep their own spreadsheets
- ✓ Nobody reads the release notes
- ✓ The architect is doing tickets

SCOPE IT

Scope a fractional engagement

1 A cadence

2 Decision rights

3 A definition of done

4 A stop condition

5 A release path

QUESTIONS

Ask any candidate, including us

> **Who approved production changes last time?**

> **What design decision did you reverse?**

> **How will you leave this org after three months?**

THE GUIDE

Save this before you hire.

Full guide with the questions and the Salesforce sources: throughset.com/insights/fractional-salesforce-architect-or-full-time-admin. Salesforce statements checked 28 October 2026.

Throughset

Your Salesforce has grown messy. We fix it.